

Alpine Director – Job Description

Role Summary

The Alpine Director is accountable for the overall coherence, quality, and progression of the alpine racing program across all age groups. The role ensures alignment to a consistent technical philosophy and Long-Term Athlete Development (LTAD) framework, while developing coaches and supporting athlete progression from entry-level through competitive pathways

Reporting Structure

- **Reports to:** Board of Directors
 - **Oversees:** Age Group Lead Coaches (NG, U8–U10, U12, U14, U16+); Assistant Coaches
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Primary Accountability

- **Program coherence across all age stages**, ensuring consistent athlete development, technical standards, and progression pathways.
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Key Responsibilities

1. Program Strategy & Design

- Define and maintain the club's LTAD framework and overarching technical philosophy
 - Establish progression benchmarks and athlete development standards across all age groups
 - Ensure alignment of program structure with Alpine Canada / AOA frameworks (where applicable)
 - Approve annual and seasonal program design across age groups
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2. Coaching Leadership & Development

- Set expectations for coaching standards, conduct, and certification requirements
 - Oversee and mentor Age Group Lead Coaches and Assistant Coaches
 - Support ongoing coach development, feedback, and performance management
 - Assist the Board in hiring coaches and assigning Age Group Leads
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3. Program Alignment & Execution

- Ensure consistency of training quality and methodology across all age bands
 - Oversee athlete movement and progression decisions between groups
 - Monitor delivery to ensure alignment between planned programming and on-snow execution
 - Provide direct to athlete coaching during supplemental sessions (e.g., midweek sessions)
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4. Athlete Development Oversight

- Provide strategic oversight of athlete progression pathways (NG through U16+)
 - Ensure appropriate balance of skill development, training volume, and competition exposure
 - Observe athletes periodically in training and race environments to assess program effectiveness
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5. Competition & Performance Integration

- Attend a representative sample of races to evaluate athlete readiness and program translation
 - Ensure race planning aligns with development objectives and progression standards
 - Provide guidance to coaches on athlete selection and competition readiness
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6. Stakeholder Management

- Act as the primary liaison with:
 - Board of Directors
 - Governing bodies (e.g., regional, provincial and national associations)
 - Ensure clear communication of program philosophy, expectations, and outcomes
 - Support alignment between Board priorities and on-hill delivery
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Accountabilities & Decision Rights

- **Owns:** Technical philosophy, LTAD framework, and program standards
 - **Approves:** Program design, athlete progression, coaching assignments (in partnership with Board)
 - **Oversees:** Coaching quality and consistency across all age groups
 - **Influences:** Hiring, program evolution, and strategic direction
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Success Measures (Suggested for Board Use)

- Consistency of program delivery across age groups
 - Athlete progression and retention rates
 - Coach development, certification progression and retention rates
 - Alignment with LTAD and governing body standards
 - Parent, athlete and coach feedback (qualitative)
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Qualifications & Experience (Suggested)

- Prior alpine coaching experience at multiple age levels
 - Experience designing and implementing LTAD-aligned programs
 - Strong leadership and coach development capability
 - Certification aligned with Alpine Canada / provincial standards
 - Ability to operate at both strategic and on-hill levels
-